

Child Safe Standards

RAIEBURN CALISTHENICS INC – January 2019



VICSPORT



	Child Safe Item	Yes/No/Partially	How does your organisation do this?	What needs to be done to better meet the standards?	Who, when & review date
STANDARD 1 Culture of Child Safety	1.1. A commitment to child safety is modelled by your organisation's leadership (board, executive, coaches and volunteer)	Yes	1. Have adopted the ACF National Member Protection Policy and the CV Child Safe Policy. 2. Making child safety a top priority in our club's operations. 3. Raieburn Calisthenics adopts a zero-tolerance approach to child abuse 4. By respecting, embracing and supporting the diversity of children.	Continue to embed our clubs' culture of child safety and ensure all members of our leadership team are aware of our clubs' expectations.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	1.2. Child safety is a core part of public and internal messages. i.e. part of your strategy and vision, included in your annual report and coach's induction.	Yes	1. Child Safe Code of Conduct adopted. 2. By making our clubs' commitment clear and well communicated to all our coaching staff, volunteers, students, families and the wider community. 3. Raieburn Calisthenics requires all coaching staff and volunteers of our club to uphold this approach.	Continue to ensure that all members of our club are aware of our commitment to child safety and abide by our Child Safe Code of Conduct.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	1.3. A culture exists within your organisation that supports the: <ul style="list-style-type: none"> - Cultural safety Aboriginal children - Cultural safety of children from culturally & linguistically diverse backgrounds - Safety of children with a disability 	Yes	1. Child Safe Code of Conduct adopted. 2. Ensure that all children, regardless of race or ability are included to the same extent and made welcome at our club.	Continue to develop relationships that foster our culture of diversity and inclusiveness.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)

1.4. A culture exists in which coaches, volunteers, children and families feel comfortable and supported when talking about child safety concerns	Yes	1. Notice on Website about Child Safe Standards. 2. Ensure our coaching staff, volunteers, students and families are aware of who they can contact in times of need, via our newsletter / website.	Continue to ensure all our members are aware of our clubs' commitment to child safety and the availability of coaches if concerns arise.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
1.5. Policies and practices exist that prioritise child safety and promote a shared responsibility to creating a child safe environment	Yes	1. Have adopted the ACF National Member Protection Policy and the CV Child Safe Policy. 2. Have adopted a club Code of Conduct and Ethics policy	Continue to refer to these policies to ensure our members are always aware of our clubs' expectations and commitment to child safety.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
1.6. Your organisation raises awareness about child abuse	Yes	1. Links on website to documents	Continue to ensure our members are aware of the need to remain vigilant and to come forward if concerns arise.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
1.7. Your organisation recognises, respects and promotes the belief that cultural identity is fundamental to a child's safety and wellbeing	Yes	1. Child Safe Code of Conduct adopted. 2. Notice on Website about Child Safe Standards.	Continue to embed our clubs' commitment to tolerance and acceptance of all and the ability to celebrate our individuality whilst embracing a team attitude.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
1.8. Your organisation provides training about Child Safety to coaches and volunteers	Partially	1. Club to attend Child Safety Standards Workshop at Cali Connect	All coaches have been requested to complete the Child Protection Online Course.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
1.9. Your organisation is aligned with your National Sporting Organisation and its approach to child safety	Yes	1. Adopted CV Child Safe Policy and ACF National Member Protection Policy	Continue to advise families of our adopted policies and to ensure all know they can be access on our website.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)

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STANDARD 2 Child Safe Policy	2.1 Your organisation has a child safe policy and/or statement of commitment, which is accessible to the public	Yes	1. Adopted CV Child Safe Policy and ACF National Member Protection Policy	Continue to ensure our members are aware of our commitment to child safety and where the policies we have adopted are available.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	2.2 The Child Safe Policy specifically addresses the risks that have been identified in your risk assessment	Yes	1. Keep considering possible risks	Continue to be vigilant of what is occurring in and around our club.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	2.3 You undertake regular Child Safety Reviews (such as this) to inform your policy	Yes	1. Child Safety Review is a Standing Item	Continue to review and update our Child Safety Reviews as needed.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	2.4 Your Child Safe Policy promotes the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds and the safety of children with a disability?	Yes	1. Adopted CV Child Safe Policy and ACF National Member Protection Policy	Continue to embed our clubs' culture of acceptance and inclusiveness.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	2.5 Your Child Safe Policy includes requirements relating to Failure to Disclose and Failure to Protect legislative requirements?	Yes	1. Adopted CV Child Safe Policy and ACF National Member Protection Policy	Continue to ensure that all club members are always aware of the necessity to remain vigilant in their duty to child safety.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	2.6 Your Child Safe Policy is in alignment with the approach of your National Sporting Organisation	Yes	1. Adopted CV Child Safe Policy and ACF National Member Protection Policy	Continue to monitor the approach of our National Organisation and stay in line with them.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)

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STANDARD 3 Code of Conduct	3.1. There is a Code of Conduct that explains acceptable and unacceptable behaviour of coaches, volunteers and children	Yes	1. Outlined in Club Handbook 2. Policies are available on our website	Ensure our coaches, volunteers, participants and families are aware of the expectations of our club to adhere to these policies.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	3.2. The Code of Conduct is well known by your organisation's coaching staff, volunteers, children and families and they are required to comply with it	Yes	1. Outlined in Club Handbook 2. Available on Club website	Continue to advise our coaches, volunteers, participants and families of the expectations of our club for them to comply with these policies.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	3.3. Your policies clearly explain how concerns regarding the Code of Conduct can be raised and how breaches of the Code of Conduct will be responded to	Yes	1. Adopted Child Safe Code of Conduct and specifically outlines who the Child Safe Officer is and how to contact them. 2. Available on Club website	Continue to review our Club Code of Conduct and ensure it is up to date and relevant to current requirements.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	3.4. You have considered if additional Codes of Conduct are required (such as applying to parents or children)	Yes	1. Club has Child Safe Code of Conduct. 2. Club has Codes of Conduct specific to Coaches, Officials, Participants, Parents and a General Code of Conduct adopted from ACF, available on Club website 3. Club has its own Code of Ethics and Conduct, available on Club website and Club enrolment form	Ensure that all new members are aware of our policies and what is required and continue to endorse these through newsletters, and other forums.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	3.5. Your Code of Conduct is in alignment with your National Sporting Organisations Child Safe Framework	Yes	1. Adopted ACF & CV codes of conduct	Continue to ensure our Club remains in alignment with our National Sporting Organisations Child Safe Framework.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)

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STANDARD 4 Human Resource Practices	4.1. You have clear position descriptions for coaching staff and volunteers that includes the organisations commitment to child safety	Yes	1. Have Club position descriptions.	Ensure all involved at our club are always aware of the requirements expected of them.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	4.2. You have documented recruitment procedures including interview processes, referee checks, Working with Children Checks and other screening requirements	Yes	1. Have Coaching Contracts 2. Checklists to be complete.	Continue to ensure all documentation is correctly filled out and up to date.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	4.3. Coaching staff and volunteers are trained in child safety, understand and practice appropriate behaviour, including with Aboriginal children, culturally and/or linguistically diverse children and children with a disability respectively	Partially	1. Coaches to participate in Child Protection Training. 2. Committee Members to participate in Child Protection Training.	All Coaches and Committee to be asked to complete the PBTR – Child Protection online course.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	4.4. You have robust coach and volunteer performance management strategies in place	Yes	1. Committee/ Principal coach review coaches, performance and assess their suitability to continue. 2. Volunteers are given feedback and assistance to continue to improve in their role.	Ensure that all coaches performances are reviewed annually. Ensure all volunteers are assisted and given strategies to deal with situation as needed.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)

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STANDARD 5 Responding and Reporting	5.1. You have a process for reporting and acting on disclosures or concerns about child safety	Yes	1. Adopted ACF National Member Protection Policy & CV Child Safe Policy	Continue to ensure our Club remains in alignment with our National Sporting Organisations Child Safe Framework.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	5.2. Your coaches and volunteers are aware of their responsibility to report concerns of harm	Partially	1. All coaches, committee and volunteers are required to read and sign off the Child Safe Code of Conduct.	All Coaches and Committee to be asked to complete the PBTR – Child Protection online course.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	5.3. You have policies and procedures concerning record keeping requirements, confidentiality and privacy	Yes	1. All coaches and volunteers are required to keep records and ensure confidentiality and privacy is maintained.	Ensure all coaches and volunteers are aware of their responsibilities regarding record keeping and that confidentiality and privacy is always maintained.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	5.4. You have a complaints process that is accessible for children and families	Yes	1. Grievance and Complaints processes available on club website.	Continue to ensure that all members are aware of the process if a complaint arises.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	5.5. You have child friendly processes in place to ensure children know who to talk to if they feel unsafe or have a concern	Yes	1. Child Safe Officer appointed and communicated via Club website	Continue to ensure that all participants know we are a child friendly club and that they will be listened to, at all times.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	5.6. The organisation understands that if an allegation of abuse concerns an Aboriginal child, culturally and/or linguistically diverse child or child with a disability, particular measures should be taken to support the child	Partially	1. Adopted ACF National Member Protection Policy and CV Child Safe Policy.	All Coaches and Committee to be asked to complete the PBTR – Child Protection online course.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)

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STANDARD 6 Identify & Remove Risks	6.1. Your organisation undertakes risk assessments and has an organisational Risk Management Plan	Yes	1.Risk Assessment and Risk Management Plan in place	Continue to assess risks and evaluate better ways to deal with them.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	6.2. Undertaking, monitoring and reviewing the risk management plan is the designated responsibility of a specific coach / committee member	Yes	1.Committee to review	Continue to support all involved in assessing, monitoring and reviewing potential risks.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	6.3. In undertaking your risk assessment, you specifically consider the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds and the safety of children with a disability	Yes	1 Adopted ACF National Member Protection Policy and CV Child Safe Policy	Ensure all coaches and volunteers continue to consider the cultural, linguistically diverse backgrounds of any child and the safety of children with a disability.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
STANDARD 7 Participation of Children	7.1. Reporting procedures are accessible for all children	Yes	1. Available on Club website	Continue to ensure that all are aware of and how to access our reporting procedures.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	7.2. Children have been given information to understand their rights and how to raise any concerns	Yes	1. Discussed at class	Ensure that coaches continue to inform students at class of their rights and that there are ways for their concerns to be raised.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	7.3. Children can expect to feel safe, empowered and taken seriously if they raise concerns	Yes	1. Discussed at class	Ensure that coaches continue to inform students at class that their concerns will be treated in a serious, compassionate way.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)
	7.4. Measures are taken to promote the cultural safety of Aboriginal children, the cultural safety of culturally and/or linguistically diverse children and the safety of children with a disability	Yes	1. Club child safe policy in place	Continue to promote our club as a child safe, child friendly club that is open to all children.	Adopted on 01.01.2019 By Raieburn Calisthenics Inc Review date (2 years)